

Fred Meyer — Performance Appraisal Form

salaried and hourly mgmt. employees

Employee Name Myrna Johnson SS# 247 - 77 - 0662 Loc/Dept 158/ACE
 Position ACE Asst-Mgr. No. Months/Years in Present Position 4 months
 Date of This Appraisal 6/12/01 Supervisor's Name Jaime San Miguel

Directions (to be completed by the supervisor): Review previous notes and complete appropriate sections.

This is a (check one) ☒ **Scheduled Review** ☐ **Other**

Briefly describe the primary duties and responsibilities of this position.

AS outlined in Corporate Job Guidelines.

Primary purpose is to assist the mgr in managing the ACE Dpt. to maximize all financial opportunities.

How did the employee perform in achieving the budget and/or operating goals that were expected?

Myrna took on more responsibility since been promoted to Asst Mgr. On those tasks assigned, myrna has showed acceptable performance.

Overall, how well did the employee perform on the objectives that were outlined and agreed upon as a result of the previous performance appraisal?

Myrna has become the new ACE Asst Mgr. myrna will have new objectives set forth on this appraisal.

Overall, how well did the employee fulfill responsibilities for the development of people (defined by either the position description or objectives set)? Give examples.

Myrna is assisting the new mgr. with the training of new Employees. Myrna is a good "mentor" to new section heads.

What progress has been made toward the employee's continuing self-development? What plans were carried out and which ones were not? Explain.

Myrna continues to develop her management style, with the influence of her mgr. Myrna needs to spend more one on one with section heads; to implement Fred Meyer standards.

M2822 1/01

Exhibit 1 Date 1/23/06 Page 1
 Witness Myrna Johnson

Lynda Batchelor Barker, RDR

4 pages

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Listed below are basic employee competencies. Consider the employee's performance in each of these areas, and note strengths and opportunities for improvement. Cite as many examples as possible.

1. Customer Service (external & internal)

- a) Follows the PACE expectations:
- Greets the customer: smiles, acknowledges, and makes eye contact (SAM)
 - Offers assistance
 - Offers to escort the Customers to the product
 - Stays with or helps the Customer until (s)he is satisfied
 - Thanks the Customer
- b) Exhibits Q-behaviors:
- Initiates hospitality
 - Follows through completely
 - Responds with noticeable urgency
 - Turns a negative into a positive
 - Goes out of his or her way for a Customer
 - Is courteous
- c) Has developed the Q- and PACE behaviors of direct reports

Mynna always leads by example.

☐ Outstanding ☒ Very Good ☐ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

2. Commitment to Employees

- a) Treats all employees the way we want our Customers treated - *Keep feedback positive.*
- b) Accepts feedback positively
- c) Offers feedback positively; keeps criticism constructive
- d) Helps others willingly when a cooperative effort is required - *Give more of - can't*
- e) Recognizes and gives Q-cards to others for quality service
- f) Avoids and discourages gossiping and negative comments

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

3. Commitment to Excellence

- a) Behaves in alignment with corporate policies
- b) Addresses problems by seeking positive solutions
- c) Is open to change and views change as positive - *Mynna is learning her new job. Mgr is confident of her skills.*
- d) Actively seeks out information needed to do the job - *Seek into it - needed.*
- e) Takes responsibility for quality of his or her work
- f) Exhibits a high degree of personal integrity, honesty and fairness at all times.

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

4. Planning

- a) Looks ahead
- b) Sets standards of performance for self and direct reports
- c) Makes and follows plans throughout long-range programs and day-to-day activities/operations - *Are a "mentor" in standards*

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

5. Organizing

- a) Develops work systematically and effectively to take best advantages of skills available
- b) Establishes clear lines of responsibility and authority for self and direct reports
- c) Delegates authority to act and make decisions appropriately - *Complete one task at a time.*

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

6. Controlling

- a) Has up-to-date knowledge of all activities under his or her supervision
- b) Initiates and maintains the systems and procedures required to control departmental activities so as to achieve desired results

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

7. Communication

- a) Sets example by expressing self concisely and effectively up and down the organization
 b) Is open-minded and listens willingly → *be more open minded / think out of the box.*
 c) Is prompt in replying to requests/inquiries → *Be on top of O'S, callouts, etc.*

☐ Outstanding ☐ Very Good ☐ Meets Expectations ☒ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

8. Leadership

- a) Demonstrates leadership and ability to understand individual differences in getting work done through people
Miyata is a effective leader has the team cooperation.
 b) Obtains cooperation and total effort from co-workers

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

9. Accomplishments

- a) Completes useful work in comparison to others in similar positions
 b) Demonstrates the ability to handle and prioritize multiple assignments → *Manage 15 mt charts.*
 c) Produces work, including that of direct reports, that reflects conviction for quality and accuracy → *good quality of work.*

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

10. Creativity and Imagination

- a) Demonstrates creativity and resourcefulness
 b) Grasps new situations and demonstrates flexibility to adapt to them
 c) Sees the consequence of new methods

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

11. Technical Competence

- a) Demonstrates the technical skills and knowledge necessary to meet responsibilities
 b) Takes steps to maintain and improve professional and technical competence

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

12. Analytical Ability

- a) Analyzes the available facts
 b) Makes sound decisions based on available information; anticipates the effect of those decisions on others and the organization
 c) Shows practical judgement in his or her decisions

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

13. Teamwork

- a) Participates actively at team meetings
 b) Demonstrates support for the team vision
 c) Demonstrates inter-department teamwork
 d) Exhibits behavior that supports the shared values and qualities of the team

Great team player! Asset to my team.
☐ Outstanding ☒ Very Good ☐ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

14. Employee/Management Development

- a) Demonstrates interest in the progress of direct reports
 b) Effectively selects, trains, and develops employees at management and non-management levels
 c) Demonstrates the ability to retain employees at all levels

Help mgr. with training of Direct reports
☐ Outstanding ☒ Very Good ☐ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

15. Hiring and Promotion Practices

- a) Demonstrates commitment toward increasing diverse applicant pool to reflect community served and for management development purposes
 b) Hires and promotes diverse employees in conformance with equal opportunity policy and accepts responsibility for upward mobility in area of responsibility for women and minorities

☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

16. Overall Performance

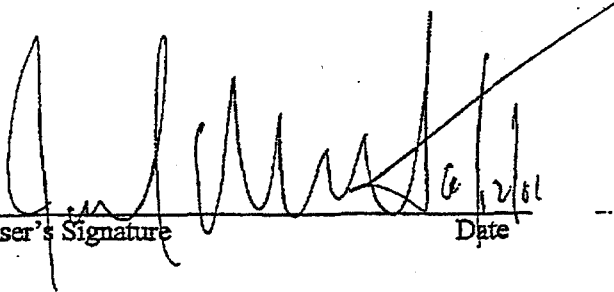
☐ Outstanding ☐ Very Good ☒ Meets Expectations ☐ Needs Improvement ☐ New & Learning ☐ Unsatisfactory

It are the key objectives that the employee and the appraiser agree should be accomplished in the next year and will serve as the basis for future performance appraisal discussions? Note: If a more detailed form is required, a key objectives addendum form is available (M-2822 C 1/01).

- Complete all Assigned classes.
- Review Standards with all section heads.
- Learn all paperwork.

What training, if any, do you recommend for the employee to aid in current performance? Be specific. What training, if any, do you recommend to prepare the employee for promotion? Be specific in defining the position and training objectives. Note: If a more detailed form is required, a training plan addendum form is available (M-2322 D 1/01).

- All Mgr Training Book.
- Visual Display Standard Book.


Appraiser's Signature

Date

Fred Sayre
Appraiser's Supervisor's Signature

Date

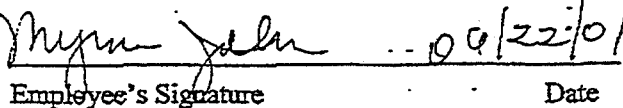
Employee being appraised completes the items below this line

- What are your career goals and aspirations?

I want to have more training more for future promotions.

- Comments, if any, on this appraisal

I am very happy with how my career is heading.


Employee's Signature

Date

(Note: Signature does not indicate agreement, merely that the content has been reviewed with you.)

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Fred Meyer - Performance Self-Appraisal Form

salaries employees

Employee Name	Myrna I. Johnson	SSN	247-77-0882	Loc/Dept	Juneau/ALE
Position	Assistant Manager	No. Months/Years in Present Position	4 years/5 months	Supervisor's Name	Jaime San Miguel
Date of the Appraisal	05/20/01				

Directions (to be completed by the employee): Review the following categories, fill in the appropriate information, and submit to your immediate supervisor. (Attach additional sheet of paper, if necessary.)

1. Indicate the objective of your job and where you have met or exceeded them during this past year.

These are the objectives of my job that I exceeded during this past year:
To take charge and achieve goals at the absence of my supervisor.
To ensure that assigned tasks and goals are done in a timely manner.
To train and motivate the employees to recognize and finish daily priorities.
To motivate my employees to give excellent customer service at all times.

2. Indicate any additional accomplishments not included in your objectives.

Under my supervision all employees work hard to reach our goals because we all feel we are a team.

3. Which objectives were not completed or performed this year?

All my objectives were completed

4. What do you consider to be the five most important functions of your job?

1. Excellent customer service at all times.
2. Perform manager's duties and responsibilities in his absence
3. Supervise employees to finish daily priorities
4. Ensure that the store meets/exceeds the company standard at all times
5. Motivate, supervise and train employees for future promotions

5. What did you accomplish this year in your own self-development? (If you are a supervisor, include your accomplishments in developing others).

I gained more self-confidence in performing my job. I feel that my employees respect my decisions more and willing to share responsibilities to accomplish our objectives. I am in the process of training employees for promotions.

6. What do you feel are your greatest strengths in your current position?

My dedication to do the job no matter what it takes. My ability perform multiple tasks at limited period of time. My ability to make quick decisions if needed. The friendship that I gained from the employees that they are willing to help at all times.

7. In what areas do you need assistance?

I need more training to prepare myself for future promotion.

8. How can your supervisor help you perform your job more effectively?

Give me the chance to make schedules, help me understand more how to read P&L and other paper works

9. Indicate those plans, if any, you have to improve your overall performance.

Will make more effort to read notes and will discuss with the manager anything that is not clear to me.

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salaried and hourly mgmt. employees

10. List any overall comments you have regarding your current position, career path, and future accomplishments.

I am very happy with current position that I got. I am committing to my manager that everyday that I work my 110% dedication is there to accomplish our goals. I want him to succeed because I can see that whatever success we will have he will share them with the team.

11. What major problem(s) do you feel exists for the company and your department during the coming year?

Finding competent employees at the right time.

12. If you could do something to help solve the problem, what would you do? What steps would you take?

Try to give good employees enough hours to make them stay and work for us

13. Are you willing to relocate for promotion opportunities and for increased duties and responsibilities?

No

14. Are you satisfied with the direction you see your career taking with the company?

Yes

15. Describe how you perceive your Customer service to external and /or internal Customers.

I have an excellent customer service record. I always make sure that employees feel very comfortable and welcome to our team.

16. Comments.

Everyday that I work I always make sure to spend at least 15 minutes to plan what will I do for the day. I make sure that I talk to my employees and ask how they feel. I believe that making them feel that we care they will also care. I am planning to stay at the company for a while until I am ready for more promotion. Thank you!!!

Thyma Johnson 05/20/01
Employee's Signature Date
(Note: Signature does not indicate agreement, merely that the content has been reviewed with you.)
[Signature] 6/12/01 *Fred Savitt* 6/22/01
Appraiser's Signature Date Appraiser's Supervisor's Signature Date

RECEIVED: 01/22/2001 12:04PM; FILED: FRED MEYER PG REGIONAL OFFICE, WILSON, N.C.
FILE No. 954 06/22 '01 10:07 ID: JN/CID 0 FAX: 907 789 6518 PAGE 1
Fred Meyer — Performance Appraisal Form **salaried and hourly mgmt. employees**

Employee Name Myana Johnson SSN 247 - 77 - 0662 Loc/Dept 158/ALC
Position ALC Asst-Mgr. No. Months/Years in Present Position 4 months
Date of This Appraisal 6/13/01 Supervisor's Name Jaime San Miguel
Directions (to be completed by the supervisor): Review previous notes and complete appropriate sections.
This is a (check one) ☒ Scheduled Review ☐ Other

Briefly describe the primary duties and responsibilities of this position.
AS outlined in corporate Job Guidelines.

Primary purpose is to assist the mgr in managing the ALC Dpt. to maximize all financial opportunities.

How did the employee perform in achieving the budget and/or operating goals that were expected?
Myana took on more responsibility since her promotion to Asst Mgr. On those tasks assigned, Myana has showed acceptable performance.

Overall, how well did the employee perform on the objectives that were outlined and agreed upon as a result of the previous performance appraisal?

Myana has become the new ALC Asst Mgr. Myana will have new objectives set forth on this Appraisal.

Overall, how well did the employee fulfill responsibilities for the development of people (defined by either the position description or objectives set)? Give examples.

Myana is assisting the new mgr. with the training of new Employees. Myana is a good "mentor" to new Section Head.

What progress has been made toward the employee's continuing self-development? What plans were carried out and which ones were not? Explain.

Myana continues to develop her management style, with the influence of her mgr. Myana needs to spend more one on one with section heads, to implement Fred Meyer standards.